

**Report for DFID Bolivia**

**Strengthening the Capacity of DFID  
to Promote Gender Equality  
and the Empowerment of Women in Bolivia**

FINAL EVALUATION REPORT

By

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## **A. Recommendations for DFID's future role to promote Gender Equality and Empowerment of Women in Bolivia**

As a consequence of the consultancy described in the sections below, it is recommended that DFID has an important role to play in terms of the following five priority areas of intervention:

### **1. Strategic networking, alliance building and capacity strengthening within the donor community**

Given the extensive work on **women's empowerment** undertaken by the Swedish, Dutch and Swiss Agencies of Development Cooperation in terms of support to the VAGGF, research and gender-focused NGO projects, DFID needs to ensure that it does not replicate such efforts. For this reason its comparative advantage lies in **gender mainstreaming**, rather than women's empowerment – in terms of the TSP objectives – and associated with strategic networking and capacity strengthening at **the policy level** within the donor community.

In this respect, its comparative advantage lies in mainstreaming gender awareness in the EU coordinating committee, rather than the inter-agency committee of gender – which already has an extensive awareness of gender issues. DFID's decision to take the lead on gender issues in the EU supports this finding. An important base-line initiative is the recently completed capacity-building workshop, and its associated documentation. To ensure the process continues DFID needs to:

- Distribute the documentation relating to the workshop and Bolivian PRSP consultation process
- Provide support to EU partners in the development of their policies and plans of action
- Undertake follow up workshops to ensure that those less aware of the issues are provided with additional capacity building and the issue does not end as a one-off event

### **2. Strengthening the capacity of government to mainstream gender into priority ministries**

Given the current constraints in gender-focused and mainstreaming interventions of government, DFID needs to prioritize the strengthening of gender mainstreaming capacity within the Ministries where it already has ongoing work programs – such as agriculture and health. To accomplish this, the following will be necessary:

- Undertake a detailed institutional analysis from a gender perspective – to identify the main constraints and entry points for strengthening gender capacity
- Undertake consultations with the relevant authorities to identify their priorities and areas for intervention
- On the basis of the above develop a strategic plan for mainstreaming gender issues

### **3. Strengthening the capacity for mainstreaming gender issues into the PRSP**

The ongoing PRSP process in Bolivia provides a specific, unique opportunity to contribute to mainstreaming gender issues in the Bolivian context. During the consultancy the different gender priorities of a wide variety of social institutions – including government, civil society and the donor community – were triangulated through a participatory consultation process in order identify the procedures and priorities for gender mainstreaming within the four PRSP objectives.

The consultation process clearly demonstrated the important challenges facing government and civil society in moving from consensus on mainstreaming priorities, to clearly identified, targeted interventions to ensure that such mainstreaming is implemented in practice.

Consequently priority should be given to strengthen the capacity of government institutions, civil society and donor networks:

- To work collaboratively on gender issues
- To move beyond issues of problem identification to actions for implementation, and their associated institutional frameworks
- To identify and support mainstreaming interventions

Measures to facilitate this include capacity building, the facilitation of practical planning workshops and the identification of necessary information required to ensure that appropriate interventions are developed. Having facilitated the triangulation process, DFID with local gender-focused institutions can play a lead role in building the necessary capacity to ensure this process is implemented.

#### **4. Respond to the demands from civil society to support their priority agendas relating to gender mainstreaming**

Amongst the extensive number of cutting-edge gender concerns currently being addressed in civil society, the following three are areas where DFID has a comparative advantage in terms of ongoing initiatives:

- ***Strengthening capacity to link gender research to policy interventions.***

The recent consultations undertaken on mainstreaming gender into the PRSP indicated the demand for increased capacity in this area. While this may be developed as a component within an existing institutional strengthening initiative (such as CERES), it may be more appropriate to identify a new institution in which to undertake this. Prof. Yvonne Farra from CIDES, Universidad Católica, La Paz and Diana Urioste Executive Secretary of the Coordinadora de la Mujer, will both be important resource persons with whom to consult.

- ***Strengthening participatory research capacity on violence***

Increased NGO preoccupation with the links between urban inequality and levels of violence, in for instance, El Alto and Cochabamba, means this is a critical concern of local *concejales* and NGOs – both those that are development and women focused. PUA methodology would assist them to better diagnose the issue and develop violence reduction measures. This requires the strengthening of PUA/PRA capacity on violence issues in the Grupo Nacional de Trabajo Program as well as in the Vice-Ministerio de Asuntos de Genero, Generacionales y Familiar (VAGGF).

An exchange program with researchers from Colombia who were involved in the PUA Violence study undertaken by Caroline Moser<sup>1</sup> could provide concrete examples of the application of this methodology in both research and violence reduction interventions. The *Centro de Promoción de la Mujer Gregoria Apaza* under its Executive Director Ana Quiroga would be a very effective counterpart institution to manage such an initiative.

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<sup>1</sup> See Moser, C.O.N. and McIlwaine, C. (2000) *Urban Poor Perceptions of Violence and Exclusion in Colombia*. Washington, D.C.: World Bank, and Moser, C.O.N. and McIlwaine, C. (2001) *Violence in a Post-Conflict Context: Urban Poor Perceptions from Guatemala*. Washington, D.C.: World Bank

- ***Strengthening the role of women in local municipalities***

This is currently one of the most critical areas of NGO work – given the recently introduced laws on decentralization, popular participation and quota systems for women representatives in local municipalities. To identify the best ways in which DFID might assist, this requires further research including a needs assessment. The *Instituto de Formación Femenina Integral* (IFFI) Cochabamba will be an important resource if such an initiative is considered.

## **5 . Communication Strategy**

DFID needs to develop a communication strategy to ensure the following interventions occur:

- DFID as an institution is more widely known
- Recent institutional documents produced by DFID, such as the Globalization White Paper and the recent Gender Empowerment Target Strategy Paper, are more widely disseminated
- DFID’s ongoing and completed work in Bolivia in association with government, research institutions, and NGOs is made more accessible to Bolivians

To develop such a communication strategy may require additional consultation, and will obviously depend on the budget available, nevertheless it should include including the following:

- Organization of series of profile public lectures by visiting British academics and practitioners:

There is certainly a demand for such events as witnessed by the recent public lecture on ‘Gender and Violence’ that was attended by some 126 people. Feedback suggested that 7p.m. is the appropriate time for such events, with the linked refreshments an important networking opportunity. Also it is important to provide a written version of the event.

- Translation and dissemination of important DFID policy documents
- Production– in short accessible form-and dissemination of completed DFID funded initiatives in Bolivia
- Web-site to ensure the accessible dissemination of the above

In addition it is important to identify the components of a strategy to link more closely the three Latin American field based office – namely Peru, Brazil and Bolivia – with feedback mechanisms to ensure closer communication with DFID London

## **B. Consultancy objectives**

As outlined in the recent Target Strategy Paper on ‘Poverty Elimination and the Empowerment of Women’, DFID is committed to the greater empowerment of women as an essential precondition for the elimination of world poverty and the upholding of human rights. The purpose of DFID’s strategy is to ensure that women’s rights and gender equality are actively pursued in the mainstream of all development activities. DFID supports actions through the following three channels:

1. Support to government, civil society and the private sector for the accelerated implementation of the Global Plan of Action and the inclusion of gender equality goals in the mainstreaming of all development programmes
2. Stronger collaboration and co-ordination for the achievement of gender equality goals among donors, including the EU, the UN System and the World Bank and IFIs.
3. The strengthening of DFID’s internal capacity through improved research and knowledge development, information support and skills development<sup>2</sup>

As part of its work plan for 2000/1 the DFID’s in-country team in Bolivia set itself the target of addressing the second and third of the above channels – as the basis for then addressing the first channel. This report presents the results of a consultancy undertaken in Bolivia during January – February 2001. It is divided into three parts;

1. It provides a brief description of the different capacity building activities undertaken both with DFID as well as with the EU community- as identified in the terms of reference – and the gender priorities identified as an outcome of this process
2. It describes an additional component, identified during the consultancy, in relation to the integration of gender into the Bolivian Poverty Reduction Strategy Paper (PRSP). The different gender priorities of a wide variety of social institutions – including the government, civil society and the donor community were triangulated through a participatory consultation process in order identify the procedures and priorities for gender mainstreaming within the four PRSP objectives.
3. As an outcome of one and two above, it provides the recommendations for DFID’s work within the international development community, not only to encourage a more collective strategic and informed support for Bolivia’s efforts to implement the Beijing Plan of Action, but also to ensure the successful mainstreaming of gender into the PRSP.

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<sup>2</sup> See United Kingdom Department for International Cooperation (DFID) (2000) *Poverty Elimination and the Empowerment of Women*, London, DFID, page 9

## **C. Capacity building activities to strengthen the ability of the EU to mainstream gender equality goals**

As identified in the terms of reference the first objective was to build local donor capacity to mainstream gender equality goals. This comprised the following two main components:

### **1. Strengthening DFID's internal capacity**

To strengthen knowledge and skills with regard to DFID's policies and strategies for the promotion of gender equality a two-part workshop was conducted as follows:

- a) A half day workshop to provide a general introduction to the subject to both DFID and Embassy staff
- b) A day and a half workshop to mainstream gender within DFID's bilateral programme, for the in-country team's advisory staff,

#### **a) DFID's Target Strategy Paper on Poverty Elimination and the Empowerment of Women: Introductory Workshop**

The half-day workshop was held on the 18<sup>th</sup> January 2001, attended by 18 participants that included the Ambassador, Graham Minter and members of his Embassy staff, the head of Development Cooperation, Rosalind Eyben and members of her team as well as participants from the British Council and the Embassy of the Netherlands (see Annex 1 for list of participants).

The workshop programme comprised five components that balanced participatory exercises and formal presentations as follows: (see Annex 2 for detailed programme timetable)

- *Introductory exercise* to share participants expectations
- *Presentation* of workshop objectives
- *Participatory ZOPP exercise* to explore understanding of the term gender, why it is an important development issue, and the most important gender strategies for Bolivia
- *Presentation of DFID's Poverty Elimination and the Empowerment of Women TSP*, its rationale, objectives and important messages
- *Final Brainstorming session* exploring such issues as the relationship between the empowerment of women TSP and other DFID TSPs, particularly human rights, the applicability of the strategy in the Bolivia context, and the importance of political will in the implementation of strategies.

The workshop highlighted a number of issues relating to the capacity building of Embassy staff on DFID's new TSPs, as well as the most appropriate methodology for introducing the new Gender TSP to a mixed group of development practitioners .

1. Overall, the Embassy staff viewed the event as highly satisfactory, primarily because it was one of the first opportunities they had had to meet as a group on non-administrative issues. The Ambassador acknowledged that the event has shown the limited use made of visiting DFID staff to exchange information on new development issues, and their intention to follow this up with visiting experts on other TSPs.

2. Initially Embassy and DFID staff were far more interested in the opportunity the workshop provided to explore the nature of gender relations in the Embassy workplace, than in gender and development issues *per se*. However, the final brainstorm session revealed a high sensitivity to the close relationship between gender relations in the private sphere of their homes and the public

spheres of their workplaces and issues relating to policies to empower Bolivian women more generally.

3. The presentation of a simplified accessible introduction to the Women's Empowerment TSP highlighted the following:

- The analytical distinctions between empowerment, equality and equity are difficult for general audiences to grasp. In order to avoid confusion it may be useful to focus on the distinction between empowerment and equality, with their associated twin-track interventions of empowering women and mainstreaming equality.
- The lack of documentation concerning the underlying rationale for the approach to gender means that it comes over as rather 'top down' in nature.
- The presentation of a number of complex components of the document in terms of five main messages assists in deconstructing a complex document for a generalist audience

4. A number of contradictions in the Women's Empowerment TSP were highlighted in discussions, including the following:

- Gender equality and poverty reduction are not necessarily compatible, since the former requires a broader focus than the latter
- In the Bolivian context the issue of self-esteem is critical, particularly given widespread tolerance of high levels of violence
- DFID's legitimacy to introduce such a strategy is based on its capacity to create the conditions in which Bolivian society itself can address such issues. This may include creating the space for empowerment through, for instance, access to information.

#### **b) DFID Staff Workshop**

The one and a half day workshop to mainstream gender within DFID's bilateral programme was held on the 31<sup>st</sup> January and 1<sup>st</sup> February 2001 and attended by all DFID in-country advisory staff as well as APOs currently working in Bolivia (the latter were also provided with an introductory workshop on the Women's Empowerment TSP) (see Annex I for participants list).

The workshop programme balanced two sets of components – substantive issues relating to gender issues in Bolivia and procedural issues relating to DFID's planning process – with its methodology comprising participatory exercises, formal presentations and small group work (see Annex 3 for programme timetable), and comprised the following eleven components<sup>3</sup>.

- *Introductory exercise* to ensure knowledge of the TSP on gender empowerment
- *Presentation* of workshop objectives
- *Background presentations* on gender and poverty in Bolivia. These included Bolivia's standing in the Human Development GDI and GEM index league tables; the current situation of women in Bolivia; government and civil society priorities on gender
- *Institutional analysis* of Gender-focused Institutions
- *Presentation* of DFID's strategic planning process identifying partners, links between policy, institutional strategy, resources and central, regional and national level plans
- *Participant presentations* on mainstreaming gender into health and livelihood programs in Bolivia
- *Small group exercise* to mainstream gender into the Bolivian PRSP
- *Small group exercise* to rank Women's Empowerment TSP objectives in the Bolivian context

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<sup>3</sup> For a detailed account of the workshop proceeding, including presentation overheads, see C. Moser and M. Salcedo (2001) *DFID Workshop Report*, mimeo

- *SWOT analysis* of DFID in Bolivia
- *Institutional analysis* of development cooperation agencies from a gender perspective including a VENN diagramming exercise to map the linkages between DFID and other social institutions
- *DFID mini-PARP exercise* and feedback

The workshop highlighted a number of important theoretical, methodological and operational issues, including the following:

1. Instruments used in the capacity building were differently assessed. For instance there was a high level of confusion concerning the significance of Human Development indicators such as the Gender-related Development Index (GDI) and the Gender Empowerment Measure GEM and a concern relating to their relevance in country level operational work. In contrast, the Bolivia-specific institutional analysis showing state, civil society and NGO institutions with gender responsibilities - and their relative prioritisation or capacity to mainstream gender issues into operational practice – provided an important reality check on opportunities and constraints in the current political context.

2. In ranking Women’s Empowerment TSP objectives in Bolivia the two DFID sub-teams both considered them appropriate for the Bolivian context, and agreed on the following two as the most important mainstreaming objectives for their upcoming work programme:

- *To secure greater livelihood security, access to productive assets and economic opportunities for women as well as men’.*

Actions to achieve this included improving access to productive resources, and financial services for women through micro-credit and improved access to property rights (land and assets for production), and access to training opportunities.

- *To further close gender gaps in human development, particularly education and health’*

Actions to achieve this included enhancing and improve the quality of health services with inter-cultural aspects, and enhancing access to reproductive health services.

- Participants also agreed that a joint third objective, *‘to reduce gender stereotyping and change in social attitudes in favour of women’*, and *‘to reduce gender stereotyping and bring about changes in social attitudes’* could be achieved by applying a twin-track approach that included both the empowerment of women and gender mainstreaming.

3. The underlying logic of the workshop’s structure meant that these objectives were then incorporated into the mini-PARP exercise with the agreed gender strategy identified as follows:

- Within the framework of the PRSP, to mainstream gender into the different sectors such as the Ministries of Agriculture and of Health, where DFID has ongoing programmes
- DFID to take on a leadership role on gender within the EU group

However, it was recognized that skill training in negotiating skills could strengthen staff capacity in terms of their credibility on gender issues. A further recommendation (from the APOs) concerned the development of a communication strategy to strengthen information exchange between the Bolivian, Peruvian and Brazilian DFID offices and DFID in London (see above).

## **2. Strengthening collaboration and co-ordination for the achievement of gender equality goals among donors, including the EU, the UN System, and the World Bank and IFIs**

This comprised the second component and consisted of one activity:

### **a) EU Training workshop**

The one-day workshop was held at the Capitolio conference room on the 24<sup>th</sup> of January 2001, and attended by representatives of the EC and member countries of the EU (see Annex 1 for list of participants). This was a DFID initiative intended to foster stronger collaboration and co-ordination for the achievement of gender equality goals among donors, including the EU. The workshop used an assessment of the application by member countries of the EU Development Council Resolution on Gender Equality in Bolivia as an entry point for dialogue.

The workshop programme component three main components that once again balanced participatory exercises formal presentations as follows (see Annex 4 for detailed programme timetable):

*Introductory exercise* to share participant's hopes and fears of the workshop

*Presentation* of workshop objectives

*Participatory ZOPP exercise* to share experience of mainstreaming gender into member countries' programmes in Bolivia

*Presentations* on the 1995 Council of the European Union General Secretariat Gender Resolution, and the summary of a brief report, prepared for the workshop, reviewing the application of the guidelines by member states.

*Presentation* on Bolivia five years after Beijing highlighting both the advances made and the challenges for the future

*Small group exercise* on mainstreaming gender into the Bolivia PRSP

*Final brainstorming session* providing the opportunity for participants to share preoccupations about mainstreaming gender issues, identify opportunities for greater donor-wide collaboration and suggest next stages.

The workshop, and the important background documentation provided, highlighted a number of important conceptual and operational issues, including the following<sup>4</sup>:

1. Donor agencies agreed that to date successful interventions to mainstream gender issues had been at the sector level, and included Educational Reform and the work of the Instituto Nacional de Estadística. Less successful initiatives had included support to the VAGGF- with lack of political will on the part of government cited as a major constraint.

2. EU member countries vary widely in terms of the extent to which they have supported initiatives to empower women and mainstream gender issues. The results of a comparative investigation demonstrate reveal differences in terms of the approach to gender adopted and the financial investment allocated<sup>5</sup>. Generally there have been shifts from women focused projects to programmes mainstreaming gender, such that some agencies now include gender in their negotiation. Asdi and the Netherlands have an extensive and impressive track record; other

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<sup>4</sup> For a detailed account of the workshop proceedings, including overhead presentations, see C. Moser and M. Salcedo (2001) *EU Workshop Report*, mimeo.

<sup>5</sup> For the detailed results of this evaluation, see M. Salcedo (2001) *Informe para DFID, Cooperacion Britanica*, mimeo

donors such as GTZ and DFID have more recently introduced interesting initiatives; for others, including the European Commission there are still considerable, important challenges ahead.

3. The small group exercise revealed considerable differences in levels of understanding of gender issues, as well as the capacity to identify operationally viable interventions. This suggests that there is still considerable demand for gendered expertise within individual donor agencies to continue to strengthen internal capacity and monitor progress`

4. Participants agreed that although guidelines for donor coordination and collaboration exist, there was considerable room for improvement to implement this in practice. Concretizing such efforts. The European Commission suggested that DFID might wish to take the lead in coordinating such an initiative, including the elaboration of plan of action to facilitate this process. Three specific areas for intervention that could benefit from greater inter-agency collaboration were:

- Support to mainstream gender into the Bolivian government's information system (INE) indicators
- Elaboration of a strategy to mainstream gender into the EBRP
- Incorporation of a gender perspective in the ongoing municipality strengthening process.

## **D: Lectures and Seminars on Gender Issues**

While in Bolivia I gave a diversity of lectures, seminars and informal talks. This provided the opportunity to share expertise on gender and poverty issues. It was also an invaluable chance to brief different groups on DFID's work in Bolivia, as well as to exchange ideas relevant to the work being undertaken.

1. As part of DFID's strategy to raise its profile in Bolivia with government and civil society, an early evening, public lecture on gender issues was held at the Radisson Hotel in the center of La Paz. This was a formal lecture with an extensive question and answer session to allow for exchange, followed by a short reception.

I chose to give a power point presentation on ' Violence, Conflict and Gender: An Operational Framework' –based on recently completed research on violence in Colombia and Guatemala. This was attended by some one hundred and twenty six participants and produced a lively debate as well as numerous requests for additional documentation.

2. Also in La Paz, the Coordinadora de La Mujer organized an early evening meeting attended by sixteen representatives of civil society organizations to discuss recent gender debates and their relevance in the Bolivian context

3. In Cochabamba CERES organized an early evening informal lecture on the topic 'Research on households and vulnerability' which was attended by some forty six people, and again provided an important opportunity to share preoccupations about poverty research methodologies.

## **E. Mainstreaming gender into the PRSP: Consultations with government, civil society and the donor agencies.**

This section describes an additional component, identified during the consultancy, in relation to the integration of gender into the Bolivian Poverty Reduction Strategy Paper (PRSP). To comply with the HPC2 regulations, the Bolivian Government is currently in the process of completing its Poverty Reduction Strategy Paper (PRSP) – known as the *Estrategia Boliviana Contra La Pobreza* (EBRP)<sup>6</sup>. During January and February 2001 this document went through four drafts as it took account of consultations and comments from both government departments and the donor community in Bolivia.

This provided the opportunity to develop a methodology for appraising the mainstreaming of gender into the PRSP, and to use this to undertake a participatory consultation process to identify and triangulate the different gender mainstreaming priorities of a range of institutions – including the government, civil society and the donor community–within the four PRSP objectives.

### **1. Background: A methodology for appraising the mainstreaming of gender into the PRSP**

Prior to undertaking the participatory consultation process it was necessary to develop the following methodological tools.

1. An operational framework for the integration of gender into the PRSP. This identified the different stages in the PRSP process, and the associated gender issues. Its objective was to facilitate participants' understanding of the specific stage in the process in which the appraisal was occurring, and consequently the focus of their prioritization (see Annex 3).

2. The PRSP is an extensive document of some 300 pages. For the purposes of appraisal, therefore, it was also necessary to provide an accessible appraisal tool. The matrix table that was developed allows for a short-cut summary of the following four levels of prioritization within the PRSP:

- Four strategic objectives
- Priority policies associated with each objective
- Strategic actions associated with each policy
- Plan of action associated with each strategic action

Since the Bolivian PRSP already provides details at all of the four levels identified above, the appraisal tool focused at the lowest level – the plans of action. The appraisal comprised the identification of the following:

- Three gender mainstreaming priorities for each of the four strategic objectives
- Reason why this is gender mainstreaming priority
- Critical interventions to ensure that gender mainstreaming accomplished, with the identification of the associated institution/s to undertake the intervention

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<sup>6</sup> For simplicity's sake I shall use the generic term PRSP throughout this document, rather than the Bolivian term EBRP

## **2. Prioritising gender equality and mainstreaming gender in the PRSP**

The four strategic objectives, and their associated priorities and actions, identified in the PRSP did not prioritize gender issues in the four strategic objectives, nor (with one exception) did it identify priority actions in a gender-disaggregated manner. As identified in Annex 4, gender equality objectives were identified as a separate objective that, along with environmental issues, would be mainstreamed into the PRSP. However no clear guidelines were provided as to how this would be accomplished.

Consequently, in undertaking the appraisal, participants were in the position to choose one of two options:

- Identification of the way in which gender needed to be mainstreamed within existing plans of action associated with each of the four strategic objectives
- Identification of the way in which EBRP gender objectives, currently identified as separate objectives, could themselves be mainstreamed into the four strategic objectives.

## **3. Consultations on gender mainstreaming within the framework of the Bolivian PRSP with representatives of the Bolivian government, civil society and the donor community**

The consultation process was undertaken with the following organizations and groups (see Annex 5 for complete list of participants):

- Viceministerio de Genero (VGGF) (government)
- Coordinadora de la Mujer (civil society)
- European Union network (donor community)
- Inter.-Agency Committee on Gender Issues (donor community)
- DFID Advisors and APOs (British development cooperation)

In each case an initial briefing was provided to explain the consultation process and introduce participants to the tools and procedures and share the appraisal tools. This was followed by a 2-3 hour session. Here participants worked in three smaller groups to discuss one of the first three Bolivian PRSP objectives from a gender perspective, and then identified the three most important action plans in which gender should be mainstreamed (objective four – concerning participation - was excluded from the exercise since it is also in part a mainstreaming objective). Alternatively they identified which gender specific objectives needed as a priority to be mainstreamed into the first three objectives. Each consultation ended with a feedback session with the small groups reporting back their findings to the entire group, followed by an extensive discussion concerning the issues raised.

## **4. Priority gender issues in the Bolivian PRSP and constraints in mainstreaming gender**

Triangulation of the results of the consultation showed a remarkable level of consistency in terms of gender mainstreaming into the three Bolivian PRSP objectives – with the main variation relating to the ordering within the prioritization. As shown in Table One (See Appendix 1 for detailed breakdown) for each of the three objectives there were three clear priorities for gender mainstreaming.

Developing opportunities for employment prioritized irrigation, access to financial services and technical assistance to strengthen norms and regulations. Of critical importance in terms of developing capabilities of the poor was the participation of women in local organizations, as well

as gender and culturally sensitive approaches to both education and health. Thirdly, in addressing issues of security and protection, the protection of minors and children (particularly in relation to violence), promoting women’s access to land titles and food security in areas at risk was consistently prioritized. Results of this small participatory consultation may assist the Bolivian government and civil society as they move to the next stage of prioritizing plans of action.

**Table 1: Summary of prioritization of gender issues in the Bolivian PRSP as identified by five consultation groups (representing government, civil society and the donor community)**

<b>PRSP Strategic Objectives</b>	<b>Three most important gender mainstreaming priorities identified in Five participatory consultation groups (not in order of priority)</b>
<i>Objetivo 1: Ampliar las oportunidades de empleo y ingresos</i>	Construcción y mantenimiento de riego y micro-riego
	Promover servicios financieros para hombres y especialmente mujeres de bajos ingresos
	Apoyar la investigación y la asistencia tecnológica promoción de la normatividad y regulación
<i>Objetivo 2: Desarrollar las capacidades de los pobres</i>	Promover las organización de juntas y consejeros educativos
	Incorporar el enfoque de genero y la interculturalidad a todo el sistema educativo a todos sus niveles y formas
	Priorización y inversión sostenible de servicios de salud básico enfocado en servicios accesibles y apropiados para salud reproductiva
<i>Objetivo 3: Aumentar la seguridad y protección de los pobres</i>	Protección de menor y la adolescencia
	Garantizar la tenencia de tierras en el área rural; Promover el acceso de las mujeres a recursos productivos y titularidad de tierras
	Seguridad alimentaria en comunidades rurales expuestos a riesgos de escasez de agua

However, the consultation process showed clearly that while there was a high level of consistency across groups in terms of gender mainstreaming priorities, there was much great diversity in terms of both the reasons provided concerning why gender was a priority and, even more so in terms of the identification of associated interventions - necessary to ensure that the identified priority was implemented in practice.

Obviously the short time in which the consultation process was undertaken meant that examples tended to be somewhat general but even so there were considerable differences that related both to the groups knowledge of the local context and their level of specialist skills. Annex 5, for instance, illustrates this by contrasting two priority plans of actions and the associated range of interventions suggested by different groups.

Equally diverse was the identification of the institutions that should assume responsibility for such actions. For instance the VAGGF perceived themselves as responsible for the implementation of most gender mainstreaming activities – importantly an identical position is reflected in the Bolivian PRSP document that identifies the VAGGF as the lead institution for ALL the priority policies to promote gender equality.

In the consultation process undertaken with the Vice Minister of the VAGGF and her technical team it therefore was very useful to introduce the following distinction:

- Gender mainstreaming interventions in which the VAGGF had **no** institutional responsibility (where other ministries such as health or agriculture have the responsibility)
- Gender mainstreaming interventions where the VAGGF play a **supportive** role (such as on capacity building of staff of the relevant ministry)

- Gender mainstreaming interventions where the VAGGF plays a *collaborative* role working in collaboration with a relevant implementing institution
- Gender empowerment interventions where the VAGGF plays the role of *protagonist* with primary if not total institutional responsibility.

The consultation process clearly demonstrated the important challenges facing government and civil society in moving from gender mainstreaming priorities to clearly identified, targeted interventions to ensure that gender mainstreaming is implemented in practice (see section A for associated recommendations).

Annex Six lists individuals and organizations consulted in Bolivia

## ANNEX ONE

# Participants at Poverty Elimination and the Empowerment of Women Capacity Building Workshops

## 1. Bolivian DFID Gender Strategy Introductory Workshop

### *British Embassy*

Graham Minter, Her Majesty's Ambassador  
Phil Hogarth, Deputy Head of Mission  
Deby Aliaga, Vice Consul and Management Officer  
Maria Elena Humerez, Press and Public Affairs Officer  
Paula

### *British Council*

Virgina Moscoso, Project Officer

### *DFID*

\*<sup>7</sup>Rosalind Eyben, Head of Development Cooperation  
\*Liz Ditchburn, Development Attache (Livelihoods)  
\*Jason Lane, Development Attache (Health)  
\*Pilar Rollano, Programme Officer (Health)  
\*Eric Zeballos, Programme Officer (Rural Livelihoods)  
Elizabeth Coloma, Development Officer  
Gloria Suarez, Admin Assistant (Social Development / Economics)  
Ana Elio, Admin Assistant (Rural Livelihoods)  
Vinka Ona, Admin. Assistant (Health)

### *Embassy of the Netherlands*

Silvia Velarde, Assistant to the Financial Control Unit

## 2. EU Capacity Building Workshop

Han-Muritz Schaapveld	Embajada de Holanda
Janette Trujillo	Embajada de Holanda
Bo Westman	Embajada del Reino de Suecia
Ulrika Hjerstrand	Embajada del Reino de Suecia
Wolfram Klein	Cooperación Alemana
Maria del Carmen Rocabado	Cooperación Alemana
Barbara Guittard	Embajada de Francia
Africa López	Cooperación Española
Amir Naqvi	Comisión Europea
Mauro Mariani	Comisión Europea
Guillermo Vivado	Comisión Europea
Rosalind Eyben	DFID
Erik Zeballos	DFID
Caroline Moser	DFID consultora
Mónica Salcedo	DFID consultora

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<sup>7</sup> \*denotes that also participated in the second, DFID Staff Workshop. Other participants included six APOs currently working in Bolivia

## ANNEX TWO

### Capacity Building Workshop Programme Timetables

#### I. Bolivian DFID Gender Strategy Introductory Workshop: *Poverty Elimination and the Empowerment of Women*

- 14.00 Welcome, Introductions and Expectations: *Caroline Moser*
- 14.10 Workshop Objectives and Background Context, *Rosalind Eyben*
- 14.20 **ZOP Exercise:** Three critical questions
- What does the term gender mean?
  - Why is gender an important development issue?
  - What are the two most important gender strategy objectives in Bolivia
- Report back and discussion:** Answers to the questions
- 14.50 **Presentation:** DFID's new Gender Strategy: its rationale, objectives and important messages: *Caroline Moser*
- 15.30 Tea / Coffee
- 15.45 **Final Brainstorming Session on:**
- The relationship between the Gender Strategy and other DFID Strategies, particularly Human Rights: *Graham Minter*
  - Applicability of the Gender Strategy in the Bolivian Context: *Licy Coloma*
  - Political will and the role of external agents: *Liz Ditchburn*
- 16.30 **Next stages? Close:** *Rosalind Eyben*

#### II. Bolivian DFID Gender Strategy Work Plan Workshop: *Poverty Elimination and the Empowerment of Women*

31st<sup>th</sup> January

- 14.00 How well do you know the Gender Strategy Paper; ZOPP exercise?
- 14.10 **Workshop Objectives:** *Rosalind Eyben*
- 14.15 **Background: Gender and poverty issues in Bolivia:**
- Qualitative / quantitative issues in urban and rural areas: **Monica**
  - Where does Bolivia stand in the league table? **Caroline**
- 14.45 Discussion
- 15.00 **Current Bolivian government and civil society priorities on gender issues** (including gender perspectives on recent important legislation) *Monica*
- Bolivia Country Strategy; Beijing plus 5: Government and civil society perspectives
  - 2001-2005
  - Violence Plan of Action etc.
- 15.30 Coffee / Tea
- 15.45 **Institutional Analysis of Gender focused Institutions in Bolivia:** **Eric**
- 16.15 PUA Venn Diagram Exercise?
- 16.30 Discussion of potential institutional entry points
- 17.00 Close

1<sup>st</sup> February

- 9.00 **Revisiting DFID's Priorities for Mainstreaming Gender and Empowering Women:** including
- Brainstorming on methodology of mainstreaming
  - Usefulness of measurement indicators
- 10.0 **Prioritizing in the Bolivian Context of DFIDs Gender Strategy**  
Listing and ranking in the Bolivian context:

10.45	Tea / Coffee
11.0	<b>Gender and the PRSP:</b> Unpacking the issues both methodologically and in terms of the EBRP
12.30	Lunch
13.30	Designing DFID's Work Program to mainstream the Gender Strategy

### III. La Integración de la Perspectiva de Género en las Estrategias de Cooperación al Desarrollo en Bolivia, de la Comisión Europea, y los países miembros de la Unión Europea.

08:45	<b>Café</b>	
09:00	<b>Bienvenida</b>	<i>Mauro Mariani</i>
09:10	<b>Introducciones y aspiraciones de los participantes: las esperanzas y los temores</b>	<i>Caroline Moser, Consultora DFID</i>
09:20	<b>Objetivos del Taller</b>	<i>Rosalind Eyben</i>
09:30	<b>Ejercicio participativo de ZOP:</b> Compartiendo la experiencia de la integración de género en las políticas y los programas de la Comisión Europea y los países miembros de la Unión Europea en Bolivia:	<i>Caroline Moser</i>
09:50	<b>Resumen:</b> Identificación de similitudes y diferencias	
10:00	<b>La Resolución del Consejo del EU sobre Integración de Asuntos de Género en la Cooperación al Desarrollo:</b> <ul style="list-style-type: none"> <li>▪ Descripción breve de los lineamientos generales</li> <li>▪ Nivel de implementación en Bolivia: Resultados de una investigación comparativa</li> </ul>	<i>Monica Salcedo, Consultora DFID,</i> <b>Caroline Moser</b>
10:30	<b>Discusión</b> de éxitos y desafíos de la integración de género en programas o sectores de cooperación en Bolivia	<i>Jefe de discusión: (miembro de la UE)</i>
10:45	<b>Café</b>	
11:00	<b>Bolivia cinco años después de Beijing:</b> Breve informe sobre los éxitos y prioridades para el futuro	<i>Janet Trujillo, Embajada Real de los Países Bajos</i>
11:30	<b>Discusión</b>	<i>Jefe de Discusión; (miembro de la UE)</i>
12:00	<b>Una nueva oportunidad?</b> La integración de género en la implementación de la EBRP	<i>Rosalind Eyben</i>
12:30	<b>Almuerzo</b>	
13.30	<b>Introducción:</b> Un marco operacional para integrar género en la implementación de la EBRP	<b>Caroline Moser</b>
13:35	<b>Ejercicio en grupos pequeños:</b> La integración de género en la implementación de los cinco objetivos estratégicos de la EBRP – y sus Planes de Acciones relacionadas	
14.30	<b>Reacciones y discusión</b>	

15.00 Café

15.15 **Discusión Final: Las ventanas de oportunidad en el proceso de la implementación de la EBRP**

*Jefe de discusión Rosalind Eyben*

- Instituciones contrapartes en Bolivia
- Ventajas comparativas de la Comisión Europea y los países miembros de la Unión Europea.

Intervenciones con colaboración dentro del grupo

15.45 **Clausura**

## ANNEX 3

### Anexo 3: Marco Operacional para la Integración de Género en la EBRP

<i>Etapas en la EBRP</i>	<i>Dimensiones / Elemento de Genero</i>
<b>Formulación de EBRP</b>	
Conocimiento a la pobreza	<p><b>Análisis de las implicaciones de desigualdad de genero para la reducción de pobreza</b></p> <p>Datos de dimensiones de pobreza por genero:</p> <ul style="list-style-type: none"> <li>• Información estadística (análisis de encuestas de hogares desagregadas por genero)</li> <li>• Información cualitativa</li> </ul> <p>Áreas de desigualdad incluyen:</p> <ul style="list-style-type: none"> <li>• Activos y ingresos (repartición de recursos dentro del hogar)</li> <li>• Acceso a servicios, por ejemplo, salud y educación</li> <li>• Toma de decisiones dentro del hogar y en la comunidad</li> </ul> <p>Vulnerabilidad y inseguridad basada en genero: Por ejemplo:</p> <ul style="list-style-type: none"> <li>• Violencia domestica</li> </ul>
Objetivos estratégicos	<p><b>Identificación y priorizacion de objetivos (y acciones relacionadas) basados en los derechos humanos de mujeres y hombres, para reducir las disparidades de genero.</b></p> <p>Por ejemplo</p> <ul style="list-style-type: none"> <li>• Educación básica</li> <li>• Acceso al crédito</li> <li>• Salud materna</li> </ul> <p>Intervenciones contra violencia domestica</p>
Plan de Acción	<p><b>Intervenciones en doble vía para:</b></p> <ul style="list-style-type: none"> <li>• Aplicar los objetivos prioridades por genero</li> <li>• Transversalizar e integrar genero dentro de todos los objetivos del EBRP</li> </ul>
Indicadores definidos: <ul style="list-style-type: none"> <li>• Cuantitativamente</li> <li>• De manera participativa</li> </ul>	<p><b>Selección de indicadores:</b></p> <p>Para medir intervenciones priorizadas para reducir las disparidades por género</p>
<b>Implementación del EBRP</b>	
Nivel de compromiso local y de las comunidades en el proceso de implementación	Garantizar la participación activa de ambos mujeres y hombres a nivel local
<b>Monitoreo del EBRP</b>	
Indicadores de monitoreo definidos: <ul style="list-style-type: none"> <li>• Cuantitativos</li> <li>• De manera participativa</li> </ul>	<p><b>Inclusión de indicadores por genero para reflexionar intervenciones en doble vía para:</b></p> <ul style="list-style-type: none"> <li>• Aplicar los objetivos prioridades por genero</li> <li>• Transversalizar e integrar genero dentro de todos los objetivos del EBRP</li> </ul>

## ANNEX 4

### Anexo 4: Matriz de acciones y políticas prioritarias Promoción de la Equidad de Género

<b>Acciones Estratégicas</b>	<b>Plan de Acción</b>
<b>Promover políticas y acciones orientadas a mejorar las oportunidades de las mujeres</b>	<ul style="list-style-type: none"> <li>i. Desarrollo de programas que promuevan el acceso de las mujeres a recursos productivos, al crédito y a la titularidad y saneamiento de tierra</li> <li>ii. Desarrollo de eventos que promuevan la deliberación de la distribución de tareas domésticas y familiares</li> <li>iii. Revisión de la legislación laboral y Estatuto del Funcionario Público</li> <li>iv. Apoyar la capacidad productiva de las MYPE's con énfasis en aquellas lideradas por mujeres</li> <li>v. Desarrollo de sistemas de información tecnológica, de mercados de encadenamientos productivos, facilitando el acceso a mujeres</li> </ul>
<b>Generar capacidades y garantizar el ejercicio de la ciudadanía de las mujeres</b>	<ul style="list-style-type: none"> <li>i. Desarrollo de programas que fomenten la recuperación de las habilidades tradicionales de las mujeres</li> <li>ii. Mejoramiento del proceso de carnetización y de registro civil, con énfasis en el registro de las mujeres</li> <li>iii. Incorporar el enfoque de género y la interculturalidad a todo el sistema de educación, en todos sus niveles y formas</li> <li>iv. Difusión de información para promover el acceso de las mujeres a los servicios de salud con calidad</li> <li>v. Promoción de programas de acceso y permanencia de las mujeres a la educación, alfabetización capacitación técnica básica y apoyo a programas de acceso y retención escolar</li> </ul>
<b>Promover los derechos de las mujeres</b>	<ul style="list-style-type: none"> <li>i. Implementación de campañas de prevención y erradicación de la violencia de género</li> <li>ii. Desarrollo de programas municipales para fortalecer las Defensoras de la niñez y de la mujer</li> </ul>

## ANNEX 5

### Groups Consulted in PRSP Triangulation Exercise

#### **a) Members of Interagency Gender Committee:**

Yara Carafa, Coordinadora Fondo Genero, *Canadian Cooperation Office* (ACDI)

Alba Aguirre: UNFPA

Verena Munzenmeier: *Coordinadora Residente, Agencia Suiza para el Desarrollo y La Cooperación (COSUDE)*

Ulrika Hjerstrand: *Segunda Secretaria Oficial de Programas Sociales, Asdi, Embajada de Cooperacion*

Janette Trujillo: Responsable de Genero, Reino de los Paises Bajos

Elena Getino: *AECI*

Ximena Barrientos: Danish Embassy

Keiko Tachino: JICA

Maria Rene Bejarano: COSUDE

Johanna Teague: UNFPA

Dora Caballero: OMS/OPS

Patricia Machicao: IDB

Hugo Flores: IDB

Maria Teresa Soruco: PROAS-GTZ

Celia Tabora: *Oficial de Proyectos, Programa Mundial de Alimentos*

#### **b) Civil society**

Coordinadora de la Mujer

RED ADA

Centro de Promoción de la Mujer Gregoria Apaza

#### **c) Government**

*Vice Ministro de Asuntos de Genero, Generacionales y Familiar (VAGGF)*

Jarmila Moravek *Vice Ministra: VAGGF*

Technical Team comprising:

Maria Guilda Durán

Edmundo Alvarez Duran

Felix Taria Martinez

Marta Ribera

Maria Elena Burgas

Liebeth Vega: Consultora Externa

Maria Machicado: Gender Advisor, INE

#### **d) EU**

Bo Westman , Asdi, Embajada de CooperacionAsdi

Ulrika Hjerstrand: Segunda Secretaria Oficial de Programas Sociales, Asdi, Embajada de Cooperacion

Han Meritz Reino de los Paises Bajos

Janette Trujillo: Responsable de Genero, Reino de los Paises Bajos

Wolfram Klein GTZ

Maria del Carmen Rocabado: Coordinadora de Proyectos, Cooperación Alemana al Desarrollo (GTZ)

Barbara Guitard Embassy of France

#### **Delegación de la Comision Europea en Bolivia**

Mauro Mariani: *Consejero*

Guillermo Vivado: *Consejero*

Amir Naqvi, *Jefe de Delegacion*

#### **e) DFID Bolivia Staff**

Rosalind Eyben, Head of Development Cooperation

Liz Ditchburn, Development Attache (Livelihoods)/Jason Lane, Development Attache (Health)

Pilar Rollano, Programme Officer (Health) /Eric Zeballos, Programme Officer (Rural Livelihoods)

## ANNEX 6

**Table 4: Examples of action plans and associated Interventions to ensure gender mainstreaming**

<b>Ejemplo de Plan de Acción</b>	<b>Prioridad por genero</b>	<b>Intervenciones claves</b>
<b>1. Construcción y mantenimiento de riego y micro-riego</b>	Disminuye la carga física de trabajo, incentivando las iniciativas de las mujeres	Identificar regiones o municipios donde las mujeres participan en riego y micro-riego para incentivar su participación. Incentivar la participación de las mujeres en todos los proyectos y programas de riego y micro-riego, sin sumar cargas a su rol productivo y reproductivo ( <i>Coordinadora de La Mujer</i> )
	Disparidad en participación y tomar de decisiones	Elaborar programas de conscientización con mujeres y hombres Enfoque de genero en la Ley de Aguas ( <i>EU</i> )
	Empoderamiento y mejoramiento de la calidad de vida e ingresos	participativa de mujeres Gestión, manejo y mantenimiento de sistemas con beneficio directo para las mujeres (uso domestico y pecuario) Asistencia técnica dirigida también a las mujeres Ministerios del área, municipios, prefecturas, ONGs, OECAs ( <i>VAGGF</i> )
<b>2. Promover las organización de juntas y consejeros educativos</b>	Empoderamiento participación en toma de decisiones	Ministerio de Educación, prefecturas, municipios Normas y estrategias de comunicación Fiscalización ( <i>Comité Inter.-Agencia de Genero</i> )
	Asegurar que el enfoque de genero y la interculturalidad se inserten en al organización de las juntas y consejos educativos	VAGGF: normativo VPP y Municipios: ejecutan VEIPS: coordina A través de capacitación/sensibilización ( <i>VAGGF</i> )
	Juntas y consejos educativos con participación de mujeres reduce la brecha de participación de mujeres en instancias de toma de decisiones, en tanto favorezca al ejercicio del control y exigibilidad ciudadana	Difusión del derecho a la educación en municipios pobres ( <i>Coordinadora de la Mujer</i> ).

## ANNEX 7

### **People Consulted on Gender and Development**

#### **Non-Governmental Organizations**

Ana Quiroga: *Executive Director, Centro de Promoción a la Mujer Gregoria Apaza*

Maria Angela Sotelo: *Planning Manager, Centro de Promoción a la Mujer Gregoria Apaza*

Diana Urioste: *Secretaria Ejecutiva, Coordinadora de la Mujer*

Katia Uriona: *Director, Instituto de Formación Femenina Integral, Cochabamba (IFFI)*

Carmen Zabalaga: *Co-Director, Instituto de Formación Femenina Integral, Cochabamba*

Patricia Flores Palacios: *Promocion y Educación Ciudadana, Defensor del Pueblo*

Nerieda Mora Saavedra: *Agrupación Artística de Derechos Sexuales, Cochabamba*

Susana Rance: *Consultant*

Ann Chaplin: *Consultant*

#### **Research Institutions**

Ivonne Farra: *Director: CIDES, Universidad Católica*

Cecilia Salazar

Fernanda Wanderley

#### **Government**

Ericka Brockmann: *Senator of the Republic*

Jarmila Moravek: *Vice Ministra de Asuntos de Genero, Generacionales y Familiar (VAGGF)*

Marcos Castellanos: *Head of Unit; Viceministerio de Planificacion Estrategia y Participacion Popular*

Maria Teresa Soruco: *Gender Advisor, Viceministerio de Planificacion Estrategia y Participacion Popular*

#### **Donors**

See Annex 5

APPENDIX 1: Detailed prioritization of gender issues in the PRSP as identified by five consultation groups

Tabla 1. *Ampliar las oportunidades de empleo e ingresos*

Políticas Prioridades	Acciones Estratégica	Plan de Acción	prioridad por genero	Intervenciones claves
Promover el Desarrollo Rural	Incrementar la infraestructura productiva	<ul style="list-style-type: none"> <li>i. Construcción y mantenimiento de caminos vecinales</li> <li>ii. Construcción y mantenimiento de sistemas de riego y micro-riego</li> <li>iii. Provisión y mantenimiento de redes de energía eléctrica</li> </ul>		
Incentivar el desarrollo de la mediana y pequeña empresa	<p>Diversificar las oportunidades de empleo no-agrícola e incrementar el ingreso por empleo remunerado</p> <p>Crear un entorno competitivo para el desempeño de las MyPE's</p> <p>Promover el desarrollo de un mercado de servicios financieros y no financieros</p>	<ul style="list-style-type: none"> <li>i. Promover el desarrollo del turismo rural</li> <li>ii. Incentivar la producción artesanal</li> </ul>		
Aumentar el Acceso al Crédito	<p>Apoyar el desarrollo de las capacidades de las organizaciones publicas y privadas de la apoyo a la microempresa</p> <p>Diversificar y ampliar la cobertura de micro crédito en las arreas urbana y rural</p> <p>Fortalecer el marco institucional y regulatorio</p> <p>Mejorar la eficiencia de la oferta de crédito</p>	<ul style="list-style-type: none"> <li>i. Desarrollar los mercados de servicios empresariales y micro financieros</li> <li>i. Servicios no financieros</li> <li>Incrementar la capacitación, asistencia técnica</li> <li>ii. Servicios financieros</li> <li>Ampliar la cobertura de servicios financieros, crear fondos de garantía etc,</li> <li>i. Incrementar la oferta de organizaciones especializadas en la prestación de servicios de desarrollo empresarial</li> <li>i. Fortalecer el Fondo de Micro crédito</li> <li>Promover servicios financieros para hombres y especialmente <i>mujeres de bajos ingresos</i></li> <li>Reformar el régimen de garantías</li> <li>Normar créditos a pequeños agricultores</li> </ul>		

<p><b>Apoyar la Asistencia Tecnológica</b></p>	<p><b>Apoyar la implementación de un nuevo sistema de investigación e innovación tecnológica</b>  <b>Proveer capacitación para mejorar la oferta de asistencia técnica</b></p> <p>Establecer un sistema de información para vincular la demanda y la oferta de asistencia técnica</p> <p>Desarrollar un sistema de asistencia técnica mayorista o de segundo piso en el marco de SIBTA</p> <p>Implementar servicios de desarrollo empresarial en las micro y pequeñas empresas</p> <p>Mejorar la infraestructura vial (mas caminos y de mejor calidad)</p>	<p>Se promoverá el desarrollo de innovaciones tecnológicas</p> <p>Consolidar el sistema de investigación e innovación</p> <p>Establecer un programa de capacitación de los recursos humanos a entidades privadas que ofrezcan estos servicios en arreas alejadas</p> <p>Participación privada  Control de cargas  Asignación de eficiente de recursos  Completar el marco normativo  Recursos disponibles oportunamente</p>	
<p><b>Construcción de infraestructura vial: red fundamental</b></p>			

Tabla 2. Integración de Género en la EBRP: *Objetivo Estratégico 2: Desarrollar las capacidades de los pobres*

Políticas Prioridades	Acciones Estratégicas	Plan de Acción	Preguntas sobre prioridades por genero	Intervenciones claves
<p><b>Mejorar las condiciones y acceso a servicios de educación</b></p>	<p><b>Promover la descentralización en el ámbito municipal y promover la participación de la ciudadanía en la gestión educativa</b></p>	<p>i. Promover la organización de juntas y consejos educativos                      ii. Facilitar la construcción, el mantenimiento y el mejoramiento de la infraestructura y equipamiento de las unidades educativas                      iii. Capacitar los funcionarios de la SEDUCAs en los sistemas de admin.. y control                      iv. Transferir la responsabilidad de administrar y controlar de los recursos humanos a los G.M.                      Apoyar técnicamente la los funcionarios de gobiernos municipales</p>	<p>xxxxxxxxxxxxx                      xxxxxxxxxxxxxx                      xxxxxxxx</p>	
	<p><b>Mejorar los sistemas de planificación de gestión</b></p>	<p>i. Promover la elaboración de proyectos educativos de núcleo                      ii. Desarrollar el Sistema de Planificación y Evaluación de la gestión educativa                      iii. Fortalecer el Sistema de Información Educativa                      iv. Desarrollar el Sistema de Medicación de la Calidad Educativa                      v. Implementar programa de comunicación                      vi. Implementar el nuevo sistema de administración</p>		
	<p><b>Implementar nuevos sistemas de administración y formación del personal docente</b></p>	<p>i. Aplicar el nuevo sistema de formación docente                      ii. Continuar la formación de asesores pedagógicos                      iii. Incrementar la producción y distribución de textos</p>		
	<p><b>Mejoramiento de aspectos pedagógicos</b></p>	<p>Acelerar la aplicación del nuevo currículo de primaria en todos núcleos educativos</p>		

<p><b>Mejorar las condiciones y el acceso a los servicios de salud</b></p>	<p><b>Gestión eficiente de recursos humanos</b></p> <p><b>Amplificación del sistema de seguros de salud</b></p> <p><b>Control de principales enfermedades transmisibles</b></p> <p><b>Mejoramiento de la calidad y estado nutricional de la población</b></p> <p><b>Desarrollo de la interculturalidad en salud</b></p>	<p>i. Incremento de recursos humanos  ii. Transferencia de la administración de personal a los municipios  iii. Sistema de incentivos para los recursos humanos</p> <p>i. Amplificación y consolidación del Seguro Básico de Salud  implementación gradual del Seguro Universal de Salud</p> <p>Implementación de los programas del Escudo Epidemiológico</p> <p>Desarrollo de un sistema de información, educación y comunicación para la nutrición</p> <p>Desarrollo y implementación del Programa Salud con Identidad e incorporación de la medicina tradicional</p>	
<p><b>Mejorar as condiciones de habitabilidad: saneamiento básico y vivienda</b></p>	<p><b>Dotación y mejoramiento de la infraestructura y de la institucionalidad de saneamiento básico</b></p> <p><b>Mejoramiento de la infraestructura habitacional y de la institucionalidad del sector vivienda</b></p>	<p>i. Construcción de sistemas de agua potables y alcantarillado sanitario en áreas periurbanas y rurales  construcción de plantas de tratamiento de aguas servidas y derechos sólidos  iii. Asistencia técnica a pequeños municipales  iv. Fortalecimiento institucional del MVSB</p> <p>i. Construcción y mejoramiento de vivienda social en municipios rurales  ii. Institucionalización del MVSB, Registro de Derechos Reales etc  iii. Saneamiento legal de derechos propietario de terrenos urbanos y rurales para vivienda social</p>	

**Tabla 3: Integración de Género en la EBRP: Objetivo Estratégico 3. Aumentar la seguridad y protección de los pobres**

Políticas Prioridades	Acciones Estratégicos	Plan de Acción	Preguntas sobre prioridades por genero	Intervenciones claves
<p><b>Aumentar la Seguridad y Protección de los Pobres</b></p>	<p><b>Amplificación de Programas de Protección social</b></p> <p><b>Acción Integral a la niñez</b></p> <p><b>Programa de emergencia</b></p> <p><b>Derechos de propiedad</b></p>	<p>i. Protección de la tercera edad</p> <p>ii. Seguridad Alimentaria en comunidades rurales expuestas a riesgos de escasez de agua</p> <p>iii. Protección del menor y la adolescencia</p> <p>i. Amplificación y consolidación del Programa de Atención de Niños / Ninas menores de seis años (PAN)</p> <p>Implementación de programas de emergencia en caso de desastres naturales</p> <p>i. Garantizar la tenencia de tierras en el área rural modernización del catastro urbano regulación en el manejo del recurso agua</p>		

**Tabla 4: Integración de Género en la EBRP: Objetivo Estratégico 4 : Promover la integración y participación social**

Políticas Prioridades	Acciones Estratégicas	Plan de Acción	Preguntas sobre prioridades por genero	Intervenciones	clave
Aumentar la Participación e Integración Social	<p><b>Fortalecimiento Municipal</b></p> <p><b>Promoción de la participación popular</b></p> <p><b>Mejorar los mecanismos de Control Social</b></p>	<p>i. Dotar a gobiernos municipales con capacidad técnica y recursos</p> <p>i. Campanas de difusión sobre los alcances y resultados de la Participación Popular y la Descentralización</p> <p>i. Conformación de Consejos Consultivos en cada municipio</p> <p>ii. Promoción de mancomunidades</p> <p>iii. Incorporar nuevas organizaciones funcionales en los mecanismos de concertación y control social</p> <p>Desarrollo de materiales</p>		s	
	<p><b>Establecimiento de un Marco Nacional de fortalecimiento</b></p>	<p>Racionalizar y ordenar las ofertas y demandas de asistencia técnica y capacitación</p>			
	<p><b>Capacitación ciudadana</b></p>	<p>Programas que apoyarán la organización y capacitación para la participación</p>			
	<p><b>Promoción de derechos humanos</b></p>	<p>i. Fortalecimiento de la Defensora del Pueblo</p> <p>ii. Fortalecimiento de instancias de defensa de los DDHH y DD. Del consumidor</p>			
	<p><b>Promoción de la equidad étnica</b></p>	<p>i. Políticas de capacitación a organizaciones Indígenas en el uso y aprovechamiento de recursos naturales</p> <p>ii. Ampliar el acceso y permanencia de la población indígena en el sistema educativo</p> <p>iii. Implementar sistema nacional de información sobre indicadores étnicos</p>			

Tabla 5: Integración de Género en la EBRP: *Objetivo Estratégico 5: Promoción de la Equidad de Género*

Políticas Prioridades	Acciones Estratégicos	Plan de Acción	Puntos de entrada por transversalización de género	Intervenciones claves y prioridades
<p><b>Promoción de la Equidad de Género</b></p>	<p><b>Promover políticas y acciones orientadas a mejorar las oportunidades de las mujeres</b></p> <p><b>Generación de capacidades y ejercicio de la ciudadanía de las mujeres</b></p> <p><b>Protección y promoción de los derechos de mujeres</b></p>	<p>i. Promover el acceso de las mujeres a recursos productivos y a la titularidad y saneamiento de tierra</p> <p>ii. Promoción de la deliberación de la distribución de tareas domésticas y familiares</p> <p>iii. Revisión de la legislación laboral y Estatuto del Funcionario Público</p> <p>iv. Apoyar la capacidad productiva de las MYPE's con énfasis en aquellas lideradas por mujeres</p> <p>v. Desarrollo de sistemas de información tecnológica, de mercados de encadenamientos productivos, facilitando el acceso a mujeres</p> <p>i. Fermentará la recuperación de las habilidades tradicionales de las mujeres</p> <p>ii. Acelerar el proceso de carnetización y de registro civil, con le énfasis en las mujeres</p> <p>iii. Incorporar el enfoque de género y la interculturalidad a todo el sistema de educación, en todos sus niveles y formas</p> <p>iv. Promoción de programas de acceso y permanencia de las mujeres a la educación, alfabetización capacitación técnica básica y apoyo a programas de acceso y retención escolar</p> <p>i. Campanas de prevención y erradicación de la violencia de género</p> <p>ii. Fortalecer la acción municipal en el ámbito de las Defensoras de la niñez y de la mujer</p>		

Table 3: Prioritization of gender issues in the Bolivian PRSP: Triangulation of results from different representative groups

Objetivos en el EBRP	Prioridad	VAGGF (estado)	Coordinadora de la mujer (Sociedad civil)	Inter-Agency Committee on Gender	EU	DFID
<b>Objetivo 1: Ampliar las oportunidades de empleo y ingresos</b>	1	Construcción y mantenimiento de riego y micro-riego	Provisión y mantenimiento de redes de energía eléctrica	Construcción y mantenimiento de riego y micro-riego	Construcción y mantenimiento de riego y micro-riego	Promote women's access to productive resources
	2	Desarrollo los mercados de servicios empresariales y micro financieros	Fortalecer el Fondo de Micro Crédito	Reformat régimen de garantía y Crédito	Apoyar la investigación y la asistencia tecnológica promoción de la normatividad y regulación	Promover servicios financieros para hombres y especialmente mujeres de bajos ingresos
	3	Promover servicios financieros para hombres y especialmente mujeres de bajos ingresos	Apoyar la capacidad productiva de las MYPES con énfasis en aquellas lideradas por mujeres	Establecer un programa de capacitación a recursos humanos entidades que ofrezcan estos servicios en áreas alejadas	Promover servicios financieros para hombres y especialmente mujeres de bajos ingresos	Apoyar la investigación y la asistencia tecnológica promoción de la normatividad y regulación
<b>Objetivo 2: Desarrollar las capacidades de los pobres</b>	1	Promover la organización de juntas y consejeros educativos	Amplificación y consolidación del Seguro Básico de Salud; implementación gradual del Seguro Universal de Salud	Promover la organización de juntas y consejeros educativos	Promoción de programas de acceso y permanencia de las mujeres a la educación, alfabetización capacitación técnica básica y apoyo a programas de acceso y retención escolar (5.2.IV)	Incorporar el enfoque de género y la interculturalidad a todo el sistema educativo a todos sus niveles y formas

<p><b>Objetivo 3: Aumentar la seguridad y protección de los pobres</b></p>	2	<p>Promoción de programas de acceso y permanencia de las mujeres a la educación, alfabetización capacitación técnica básica y apoyo a programas de acceso y retención escolar (5.2.IV)</p>	<p>Construcción de sistemas de agua y portable alcantarillada sanitario en áreas peri urbanas y rurales</p>	<p>Incorporar el enfoque de género y la interculturalidad a todo el sistema educativo a todos sus niveles y formas</p>	<p>Incorporar el enfoque de género y la interculturalidad a todo el sistema educativo a todos sus niveles y formas</p>	<p>Promover la organización de juntas y consejeros educativos</p>
	3	<p>Educación sexual reproductiva y preventiva (HIV-SIDA) y enfermedades transmisibles</p>	<p>Incorporar el enfoque de género y la interculturalidad a todo el sistema educativo a todos sus niveles y formas</p>	<p>Amplificación y consolidación del Seguro Básico de Salud; implementación gradual del Seguro Universal de Salud</p>	<p>Priorización y inversión sostenible de servicios de salud básico enfocado en servicios accesibles y apropiados para salud reproductiva</p>	<p>Priorización y inversión sostenible de servicios de salud básico enfocado en servicios accesibles y apropiados para salud reproductiva</p>
	1	<p>Protección de menor y la adolescencia</p>	<p>Implementación de programas de emergencia en caso de desastres naturales</p>	<p>Seguridad alimentaria en comunidades rurales expuestas a riesgos de escasez de agua</p>	<p>Protección de menor y la adolescencia</p>	<p>Garantizar la tenencia de tierras en el área rural; Promover el exceso de las mujeres a recursos productivos y titularidad de tierras</p>
	2	<p>Amplificación y consolidación del Programa de Atención de Niños/Ninas menores de seis años de edad (PAN)</p>	<p>Garantizar la tenencia de tierras en el área rural; Promover el exceso de las mujeres a recursos productivos y titularidad de tierras</p>	<p>Protección de menor y la adolescencia</p>	<p>Aliviar situaciones de emergencia</p>	<p>Seguridad alimentaria en comunidades rurales expuestas a riesgos de escasez de agua</p>
	3	<p>Acelerar el proceso de carnetización y de registro civil con énfasis en las mujeres (5.2.ii)</p>	<p>Fortalecer la acción municipal en el ámbito de las Defensoras de la niñez y de la mujer</p>	<p>Garantizar la tenencia de tierras en el área rural; Promover el exceso de las mujeres a recursos productivos y titularidad de tierras</p>	<p>Garantizar la tenencia de tierras en el área rural; Promover el exceso de las mujeres a recursos productivos y titularidad de tierras</p>	<p>Protección de menor y la adolescencia</p>

